



Andy Hanselman 

Andy Hanselman Consulting

Andy tends to communicate with casual language, bold statements, and a focus on the big picture.

ENTHUSIASTIC

OPTIMISTIC

VISIONARY

What Comes Naturally to Andy

Create a high energy work environment

Consider social events a high priority

Quickly commit to something

Feel sad if an accomplishment goes unrecognized

Try to reduce or avoid structure and bureaucracy

 **When Speaking to Andy**

Interrupt him if the conversation is going too long

Emphasize the future

Tell a few jokes

Use self-deprecating humor (don't act like you take yourself too seriously)

Bring lots of energy to the conversation

 **What Motivates Andy**

Peer recognition

Fun & excitement

Feeling accepted

New relationships

Exploration & discovery

 **What Drains Andy**

Nitpicking

Not being heard

Being too cautious

Feeling excluded

Conflict

 **In a Meeting with Andy**

Be casual about scheduling a meeting

Show excitement for new ideas

Start by casting an exciting vision

Send a reminder the day before

Be prepared for a longer meeting

 **To Convince Andy**

Maintain excitement and high energy

Take time to get to know them before your pitch

Share a customer story instead of listing features

Talk about topics unrelated to work

Ask primarily open-ended questions

 **When Working with You**

Confront conflict in person, not over email

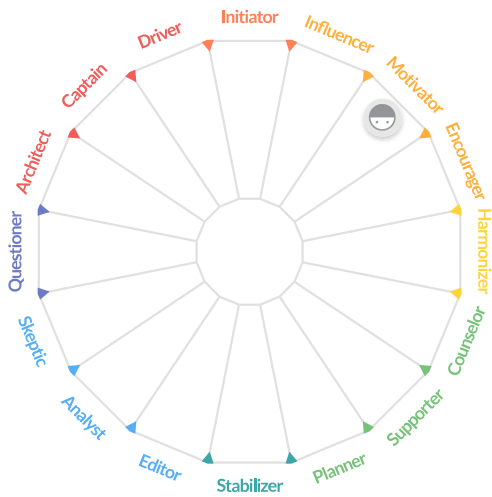
Spend time exploring new ideas

Verbally praise and appreciate good work

Implement good ideas quickly

Show enthusiasm and passion for your work

Personality Graph



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